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ABSTRACT

Prepared for the California Community Colleges' 1991 Board of Governors retreat, this paper discusses several statewide trends that have implications for California's community colleges. The paper is designed to serve as background material for the development of the Board of Governors' 1991-92 basic agenda. Material covered in the report updates papers prepared for previous board retreats. Among the trends examined are those concerning the state's demography, job and labor force outlook, and the economy. Selected data presented in the report include: (1) California's population growth exceeds projections; (2) the state's population is aging, but will be younger than the nation as a whole; (3) during the next decade, more than four out of five new California residents will be Asian or Hispanic; (4) most growth in the California job market is projected in occupations that require higher levels of education, and most new jobs are in occupations that already exist, although the skills required are changing; (5) the fields of electronic data processing, law, and health contain some of the fastest growing occupations; (6) to help close the projected $12.6 billion budget gap, the Governor has proposed suspending the funding guarantee for K-12 and community colleges in 1991-92, which would reduce community college funding by an estimated $200 million or more each year; (7) community colleges are the only segment of education operating with less revenue per student today than before Proposition 13; and (8) despite staffing increases, with a substantial number of new full-time and minority hires reported recently, enrollment growth has produced a 7% increase in the student/faculty ratio during the past 5 years. The bulk of the report consists of an extensive series of graphs and tables. Fifteen references are attached. (JMC)

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IMPORTANT TRENDS FOR CALIFORNIA COMMUNITY COLLEGES

1991 UPDATE

Based on Background Data

Prepared for
Board of Governors Retreat
Newport Beach, California
April 1991

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Prepared by
Research and Analysis Unit
Chancellor's Office
California Community Colleges

JC 910297

July 1991
Sacramento, California

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1991 Update

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NOTE: This paper discusses several statewide trends that have important implications for California's community colleges. The data are meant to serve as background for the Board of Governors as it develops its 1991-92 Basic Agenda.

Material covered here briefly updates papers prepared for prior Board retreats. Among the statewide trends of major importance are those concerning the state's demography, job and labor force outlook, and the economy.

POPULATION AND COMMUNITY COLLEGE ENROLLMENT GROWTH

- California's population growth exceeds key projections; therefore, current enrollment forecasts likely will prove to be low. (Table 1)

- The state's population is aging, but will be younger than the nation as a whole. (Figure 1)

- During the next decade, more than four out of five new California residents will be Asian or Hispanic. (Figure 2)

- California's community colleges are growing at a slightly more rapid rate than two-year colleges elsewhere; currently, they comprise one-fourth of the nation's total two-year enrollments. (Figure 3)

- New students at community colleges are taking programs mostly in:
  - transfer and general education, and in
  - basic skills and remediation.

  Most new students are:
  - recent high school graduates,
  - immigrants and/or in the amnesty program, or
  - job trainees or retrainees. (Figure 4)

- Colleges have accommodated most of their enrollment growth by increasing class sizes. (Figure 5)

- Most recent college enrollment growth has been in full-time, noncredit and Hispanic students. (Figures 5A and 5B)

- Enrollment of Black students has declined dramatically during the past decade; while Hispanic enrollment has increased, it is still relatively low. (Figure 6)

- CALIFORNIA'S POPULATION GROWTH EXCEEDS KEY PROJECTIONS; THEREFORE, CURRENT ENROLLMENT FORECASTS LIKELY WILL PROVE TO BE LOW. (TABLE 1)

TABLE 1

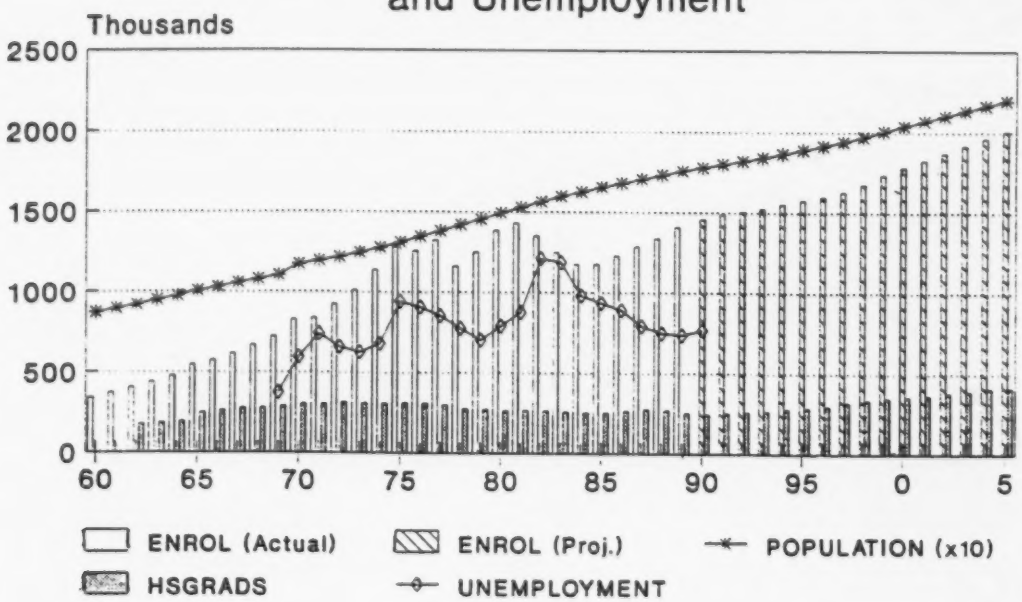
CALIFORNIA POPULATION
(in millions)

	1980	1990	1995	2000
Actual	23.7	30.0		
DOF 1986 Forecast		28.8	30.9	32.9
CCSCE 1990 Forecast		29.6	32.3	34.9

NOTE: DOF: Department of Finance

CCSCE: Center for the Continuing Study of the California Economy

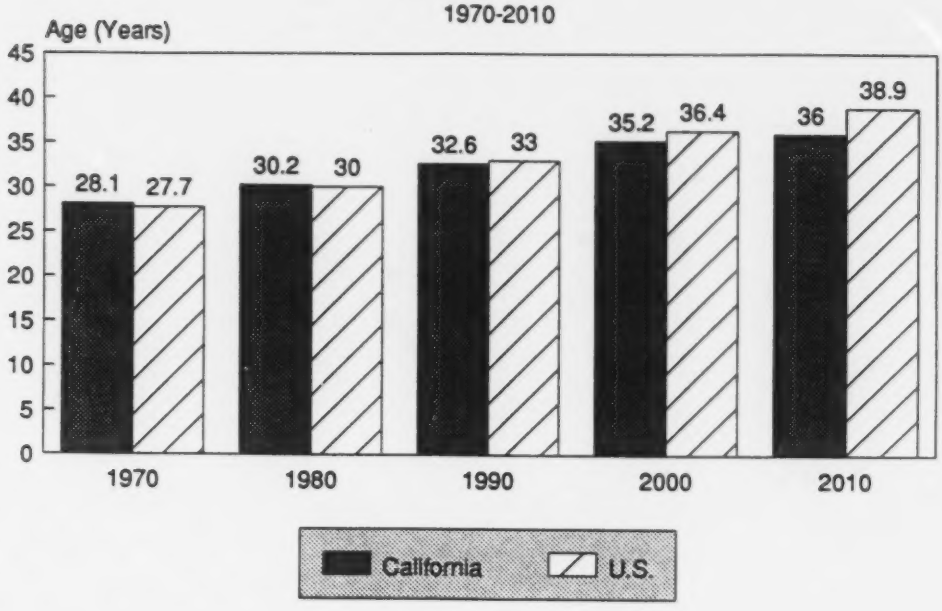
Community College Enrollment In California (1960-2005), 18-64 Population, HS Graduates, and Unemployment



- THE STATE'S POPULATION IS AGING, BUT WILL BE YOUNGER THAN THE NATION AS A WHOLE. (FIGURE 1)

FIGURE 1
MEDIAN AGE
California vs U.S.

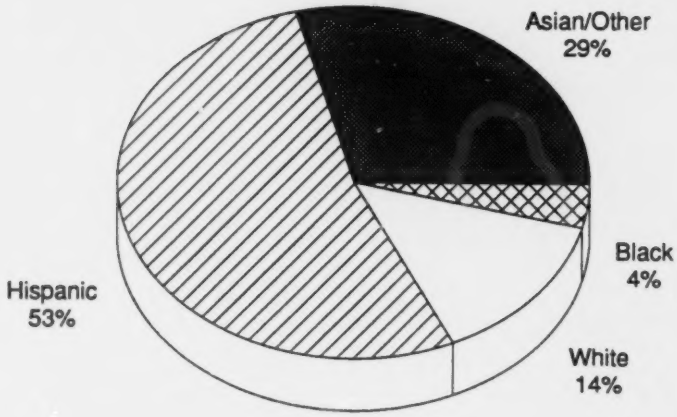
1970-2010



- DURING THE NEXT DECADE, MORE THAN FOUR OUT OF FIVE NEW CALIFORNIA RESIDENTS WILL BE ASIAN OR HISPANIC. (FIGURE 2)

FIGURE 2
COMPOSITION OF GROWTH IN CALIFORNIA POPULATION

1990-2000



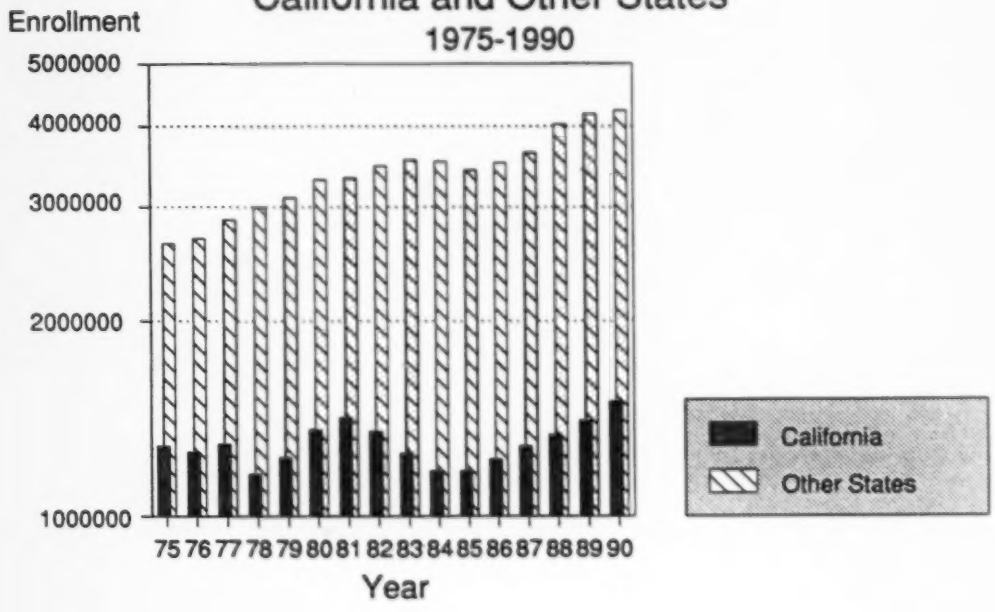
- CALIFORNIA'S COMMUNITY COLLEGES ARE GROWING AT A SLIGHTLY MORE RAPID RATE THAN TWO-YEAR COLLEGES ELSEWHERE; CURRENTLY, THEY COMPRISE ONE-FOURTH OF THE NATION'S TOTAL TWO-YEAR ENROLLMENTS. (FIGURE 3)

FIGURE 3

Community College Enrollments

California and Other States

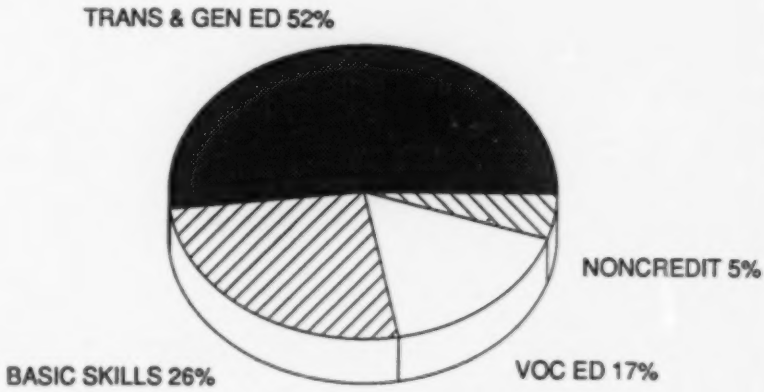
1975-1990



- NEW STUDENTS AT COMMUNITY COLLEGES ARE TAKING PROGRAMS MOSTLY IN:
  - TRANSFER AND GENERAL EDUCATION, AND IN
  - BASIC SKILLS AND REMEDIATION.

  MOST NEW STUDENTS ARE:
  - RECENT HIGH SCHOOL GRADUATES,
  - IMMIGRANTS AND/OR IN THE AMNESTY PROGRAM, OR
  - JOB TRAINEES OR RETRAINEES. (FIGURE 4)

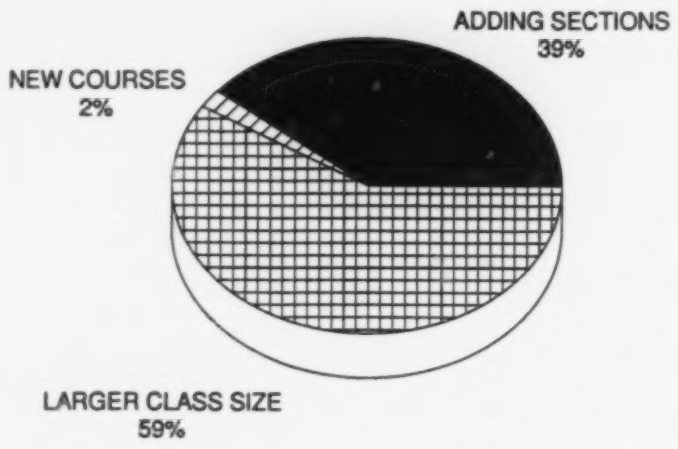
FIGURE 4
RECENT PROGRAM GROWTH IN
CALIFORNIA COMMUNITY COLLEGES



- COLLEGES HAVE ACCOMMODATED MOST OF THEIR ENROLLMENT GROWTH BY INCREASING CLASS SIZES. (FIGURE 5)

FIGURE 5

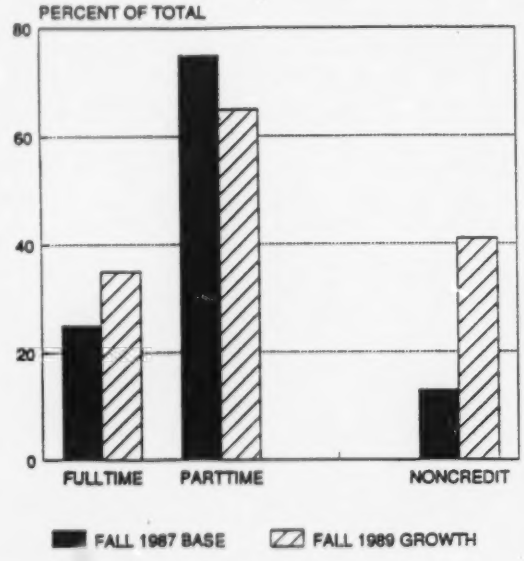
PRACTICES USED TO ACCOMMODATE RECENT GROWTH IN CALIFORNIA COMMUNITY COLLEGES



- MOST RECENT COLLEGE ENROLLMENT GROWTH HAS BEEN IN FULL-TIME, NONCREDIT AND HISPANIC STUDENTS. (FIGURES 5A and 5B)

FIGURE 5A

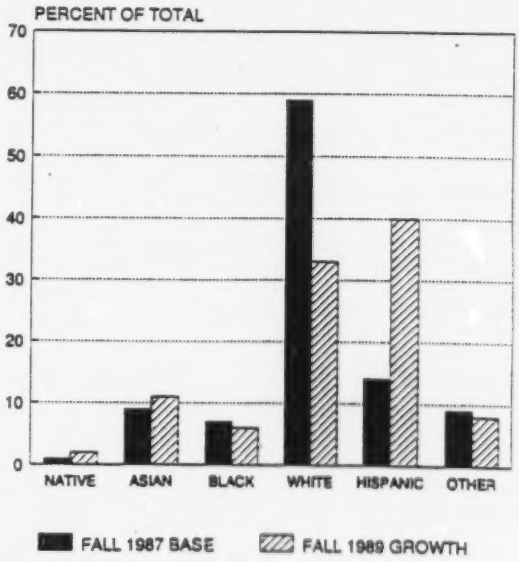
ENROLLMENT BY UNIT WORKLOAD
CALIFORNIA COMMUNITY COLLEGES



GROWTH=ENRLMT CHANGE FALL89 OVER FALL87

FIGURE 5B

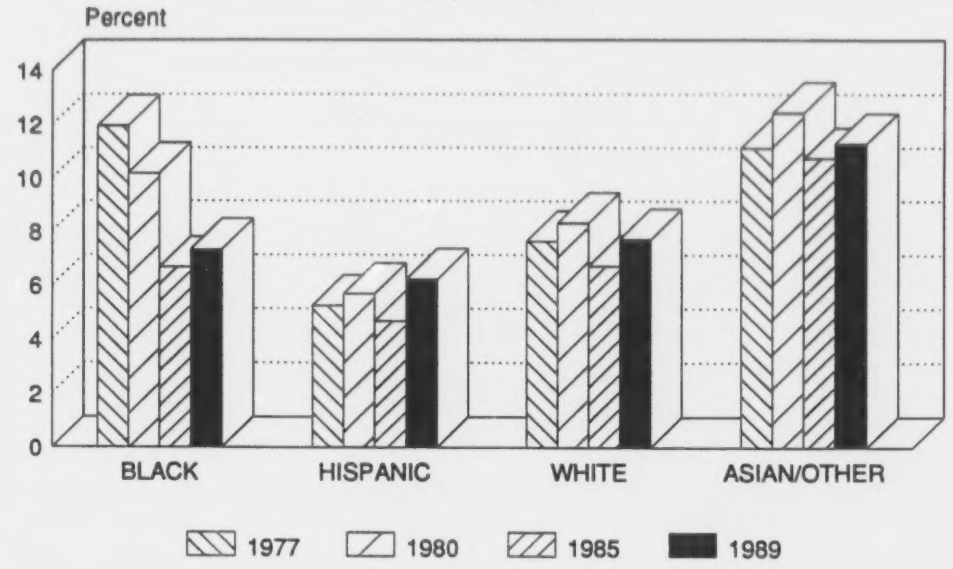
ENROLLMENT BY STUDENT ETHNICITY
CALIFORNIA COMMUNITY COLLEGES



GROWTH=ENRLMT CHANGE FALL89 OVER FALL87

- ENROLLMENT OF BLACK STUDENTS HAS DECLINED DRAMATICALLY DURING THE PAST DECADE; WHILE HISPANIC ENROLLMENT HAS INCREASED, IT IS STILL RELATIVELY LOW. (FIGURE 6)

Figure 6
COMMUNITY COLLEGE ENROLLMENT AS PERCENT OF ADULT POPULATION BY ETHNICITY
1977-1989



JOB AND LABOR FORCE TRENDS

- Most growth in the California job market is projected in occupations that require higher levels of education - managerial, professional, technical and sales. Thus, skill requirements of new jobs may increase faster than the skill levels of the labor force. (Tables 2 and 3)

- Most new jobs are in occupations that already exist, although the skills required for these jobs are changing. A larger demand for managers and salespeople is now projected than was the case in earlier forecasts. (Tables 4 and 5)

- The fields of electronic data processing, law, and health contain some of the fastest growing occupations. (Table 6)

- The number of workers aged 25-34 is declining from 30 percent of the labor force in 1980 to 21 percent by 2000. (Figure 7)

- More than four out of every five new workers will be Asian or Hispanic. Over half of all new workers will be Hispanic. (Figure 8)

- Currently, fewer Hispanics occupy the faster-growing, high-skill jobs than is the case for any other ethnic group. (Table 7)

- MOST GROWTH IN THE CALIFORNIA JOB MARKET IS PROJECTED IN OCCUPATIONS THAT REQUIRE HIGHER LEVELS OF EDUCATION - MANAGERIAL, PROFESSIONAL, TECHNICAL AND SALES. THUS, SKILL REQUIREMENTS OF NEW JOBS MAY INCREASE FASTER THAN THE SKILL LEVELS OF THE LABOR FORCE. (TABLES 2 AND 3)

Table 2

California
Occupational Profile

Occupational Group	% of Total 1987	% of Total 2000	% Change in Total Jobs
Executives and Managers	7.1	7.4	32.0
Professional and Technical	20.7	21.8	39.1
Sales and Related Occupations	10.7	11.3	39.5
Clerical	21.6	20.0	22.4
Service Occupations	14.5	15.4	39.9
Agriculture	1.0	1.0	38.8
Operators and Laborers	24.4	23.0	24.8
Total	100	100	32.1

Table 3

Existing and New Jobs

	Managerial, Professional, Sales and Related		Service, Farm Craft, Labor	
United States				
% of jobs now	37		63	
% of new jobs (1988-2000)	55		45	
new jobs (in millions)	10.0		8.8	
rate of growth in jobs	23%		12%	
California	1985-95	1987-2000	1985-95	1987-2000
% of jobs now	38	39	62	61
% of new jobs (1987-2000)	45	46.9	55	53.1
new jobs (in millions)	1.45	1.76	1.76	1.99
% rate of growth in jobs	35%	39%	26%	28%

- MOST NEW JOBS ARE IN OCCUPATIONS THAT ALREADY EXIST, ALTHOUGH THE SKILLS REQUIRED FOR THESE JOBS ARE CHANGING. A LARGER DEMAND FOR MANAGERS AND SALESPEOPLE IS NOW PROJECTED THAN WAS THE CASE IN EARLIER FORECASTS. (TABLES 4 AND 5)

Table 4

Largest Growing Occupations

United States 1988-2000	California 1980-90	California 1985-95	California 1987-2000
Retail salesperson	Secretaries	Retail salesperson	Retail salesperson
Registered nurse	Sales clerk	Cashier	Manager
Janitor	Office clerk	Waiter/Waitress	Waiter/Waitress
Waiter/Waitress	Teacher	Manager	Office Clerk
Manager	Janitor	Office clerk	Cashier
Office clerk	Cashier	Registered nurse	Registered nurse
Secretaries	Food service	Secretaries	Food service
Nursing Aids	Sales Reps	Bookkeepers	Accountant
			Secretaries

Table 5

California's Largest Growing Occupations, 1987-2000

Occupation	Change in Thousands	Percent Change
Retail Sales	174.5	42.5
General Managers, Executives	124.1	40.6
Waiters and Waitresses	102.3	52.3
General Office Clerks	96.8	30.2
Cashiers	82.2	36.2
Registered Nurses	76.4	47.7
Combined Food Prep and Service	60.2	39.1
Accountants and Auditors	58.8	58.9
Secretaries, NEC	56.8	19.7
Electricians and Electronic Engineers	54.9	67.9

- THE FIELDS OF ELECTRONIC DATA PROCESSING, LAW, AND HEALTH CONTAIN SOME OF THE FASTEST GROWING OCCUPATIONS. (TABLE 6)

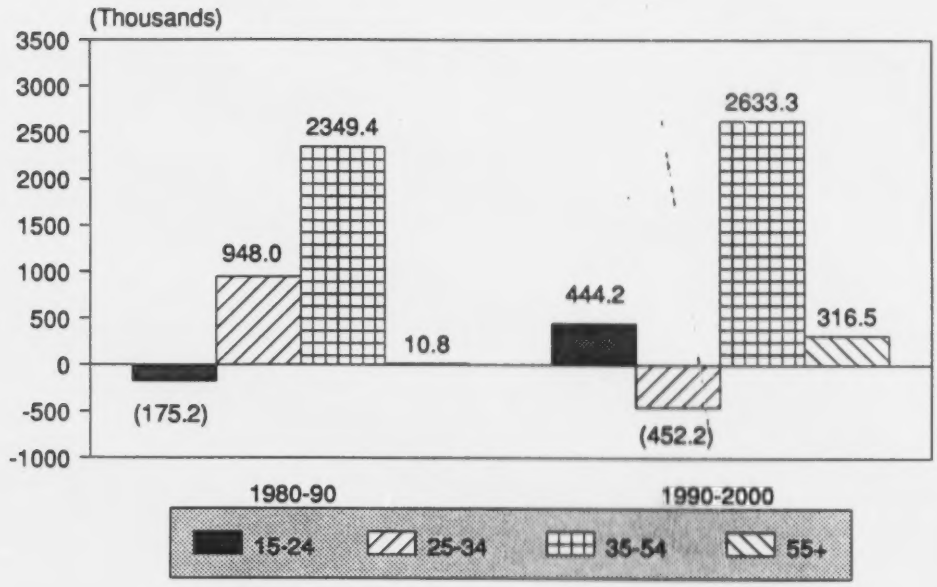
Table 6
California's Fastest Growing
Occupations, 1987-2000

Occupation	Change in Thousands	Percent Change
Paralegal	12.0	109.9
Tax Preparers	4.0	93.2
Data Processing Equipment Repairers	12.8	91.9
Photoengraving, Litho Mach Ops	0.8	83.2
Employment Interviewers	5.1	83.1
Systems Analysts - Elec Data Proc	40.2	81.7
Home Health Aides	9.6	81.4
Computer Programmers	38.1	79.0
Med Records Techni and Technol	4.2	76.2
Law Clerks	2.4	76.0

- THE NUMBER OF WORKERS AGED 25-34 IS DECLINING FROM 30 PERCENT OF THE LABOR FORCE IN 1980 TO 21 PERCENT BY 2000. (FIGURE 7)

FIGURE 7

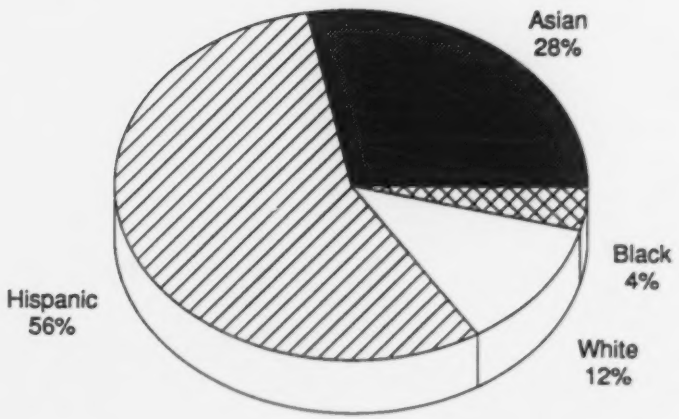
Labor Force Growth by Age Group
California 1980-2000



- MORE THAN FOUR OUT OF EVERY FIVE NEW WORKERS WILL BE ASIAN OR HISPANIC. OVER HALF OF ALL NEW WORKERS WILL BE HISPANIC. (FIGURE 8)

FIGURE 8

Composition of Growth
in California Labor Force
By Ethnicity
1990-2000



- CURRENTLY, FEWER HISPANICS OCCUPY THE FASTER-GROWING, HIGH-SKILL JOBS THAN IS THE CASE FOR ANY OTHER ETHNIC GROUP. (TABLE 7)

TABLE 7

DISTRIBUTION OF CALIFORNIA WORKERS IN 1988
BY ETHNICITY AND OCCUPATION TYPE

	Asian	Black	Hispanic	White
Managerial, Professional, Technical and Sales	61%	56%	31%	72%
Service, Farm, Craft and Labor	39	44	69	28
Total	100%	100%	100%	100%

THE ECONOMY AND COMMUNITY COLLEGE RESOURCES

- Key indicators suggest that the nation's economic downturn may be approaching an end. Latest forecasts for California by the State Department of Finance call for an upturn by the third quarter of 1991. (Figure 9)

- The economic downturn, however, has widened the estimated 1991-92 gap between State General Fund expenditures and revenues to $12.6 billion. (Figure 10)

- To help close the projected budget gap, the Governor proposed suspending the Proposition 98 funding guarantee for K-12 and community colleges in 1991-92. This would reduce community college funding by an estimated $200 million or more each year beginning in 1991-92. (Figure 11)

- Because of recent enrollment growth and the funding cap, community colleges are the only segment of education operating with less revenue per student today than before Proposition 13 (1978). (Figure 12)

- Much of recent community college enrollment growth has not been funded because of the funding cap. (Figure 13)

- The funding cap is inequitable because certain community college districts - those that need to enroll more underrepresented students - will require about two decades to restore enrollment levels that existed in 1982-83, prior to the cap. (Figure 14)

- Community college staffing has increased, with a substantial number of new full-time and minority faculty hires reported in the past two years. (Figures 15, 16 and 17)

- Despite staff additions, enrollment growth has produced a 7 percent increase in the student:faculty ratio for community colleges during the past five years. (Figure 18)

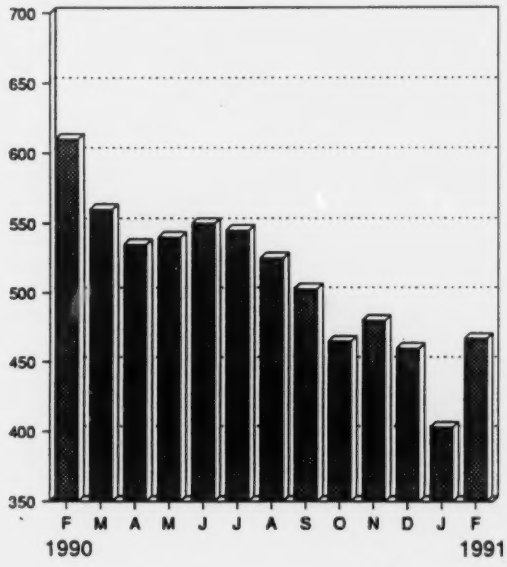
- Community college faculty salaries have kept pace with inflation during the past five years, but are substantially below those at UC and CSU. (Figure 19)

- The Board of Governor's Long-Range Capital Outlay Growth Plan projects the need for 14 new community college campuses and 23 new centers between now and the year 2005 at an estimated cost of $3.2 billion (over $200 million per year). That amount includes remodeling and maintenance, as well as new facilities. (Figure 20)

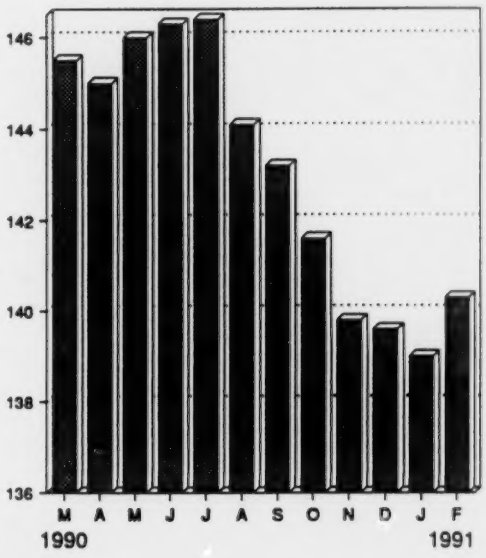
- KEY INDICATORS SUGGEST THAT THE NATION'S ECONOMIC DOWNTURN MAY BE APPROACHING AN END. LATEST FORECASTS FOR CALIFORNIA BY THE STATE DEPARTMENT OF FINANCE CALL FOR AN UPTURN BY THE THIRD QUARTER OF 1991. (FIGURE 9)

FIGURE 9

NEW HOME SALES
SCALE IN THOUSANDS OF UNITS



LEADING INDICATORS
INDEX:1982=100

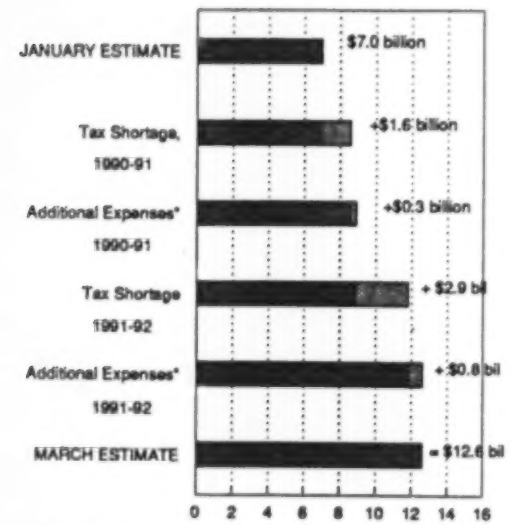


Source: U.S. Department of Commerce

- THE ECONOMIC DOWNTURN, HOWEVER, HAS WIDENED THE ESTIMATED 1991-92 GAP BETWEEN STATE GENERAL FUND EXPENDITURES AND REVENUES TO $12.6 BILLION. (FIGURE 10)

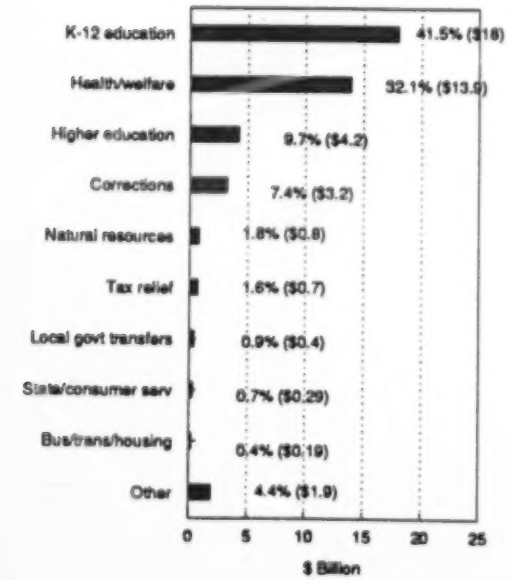
FIGURE 10

How the Budget Gap Grew

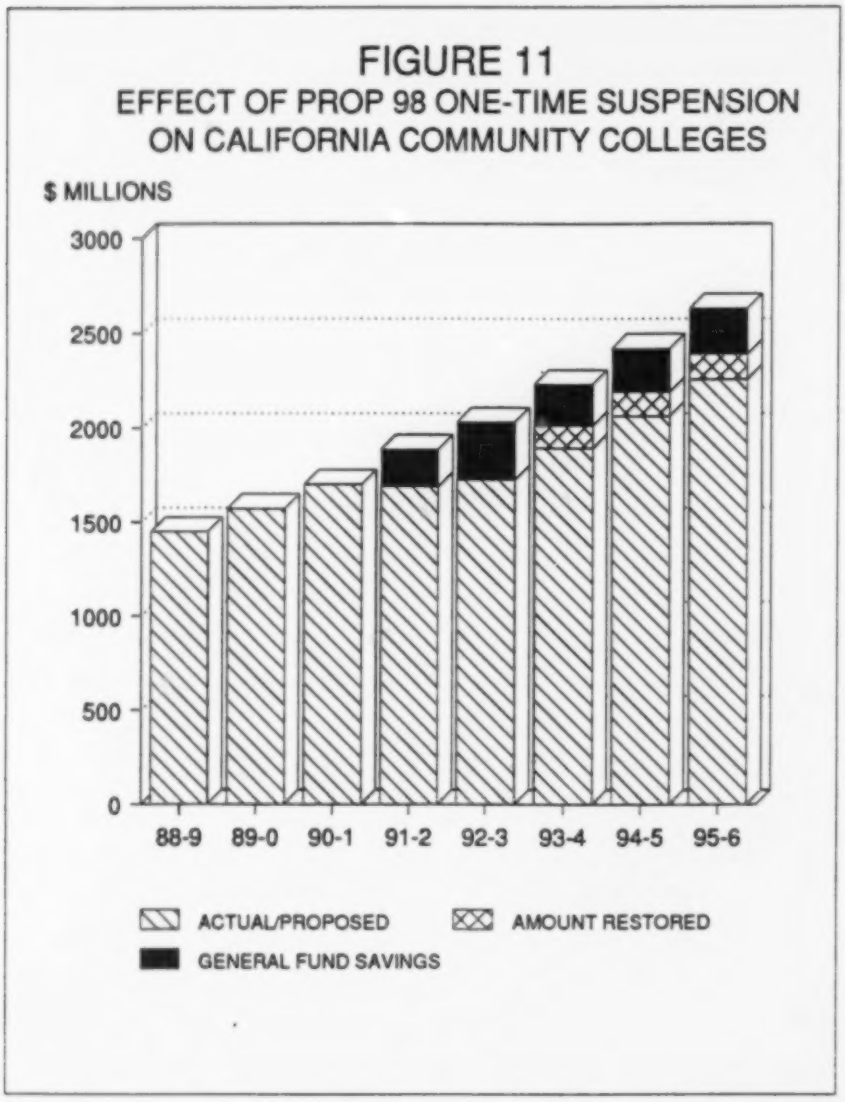


*MediCal, AFDC

Where the Money Goes

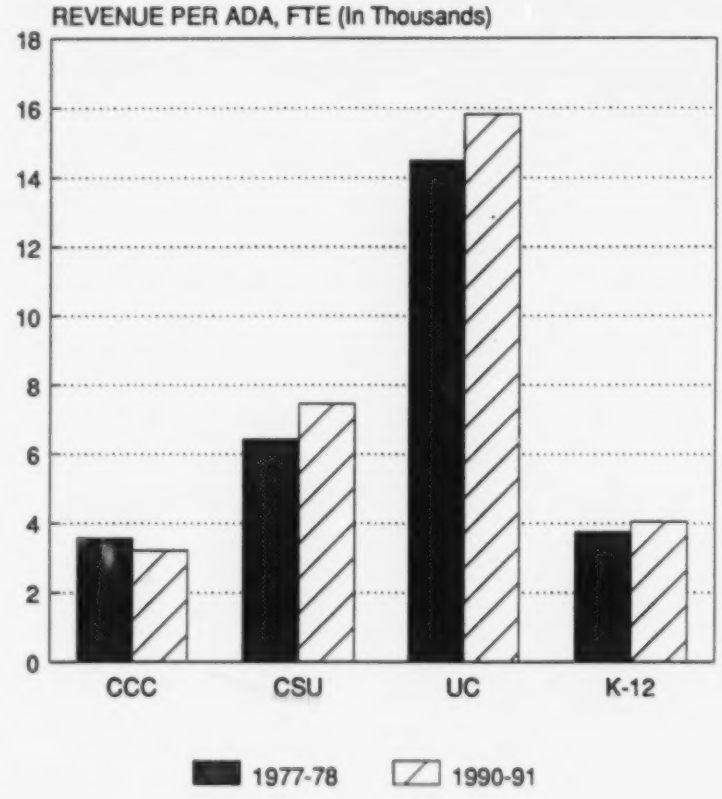


- TO HELP CLOSE THE PROJECTED BUDGET GAP, THE GOVERNOR PROPOSED SUSPENDING THE PROPOSITION 98 FUNDING GUARANTEE FOR K-12 AND COMMUNITY COLLEGES IN 1991-92. THIS WOULD REDUCE COMMUNITY COLLEGE FUNDING BY AN ESTIMATED $200 MILLION OR MORE EACH YEAR BEGINNING IN 1991-92. (FIGURE 11)



- BECAUSE OF RECENT ENROLLMENT GROWTH AND THE FUNDING CAP, COMMUNITY COLLEGES ARE THE ONLY SEGMENT OF EDUCATION OPERATING WITH LESS REVENUE PER STUDENT TODAY THAN BEFORE PROPOSITION 13 (1978). (FIGURE 12)

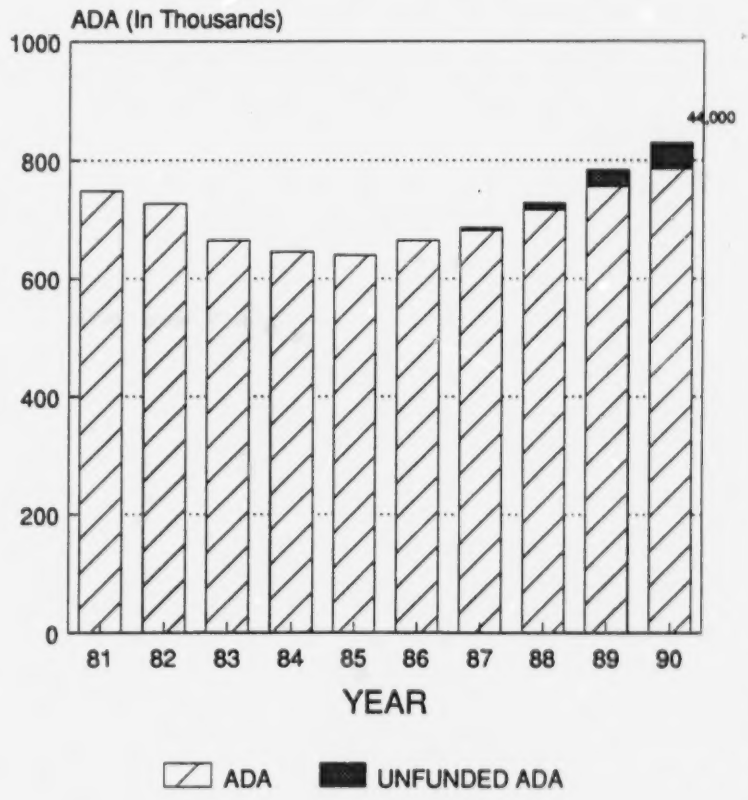
FIGURE 12
REVENUE PER STUDENT IN CONSTANT 1990-91 DOLLARS (1977-78 TO 1990-91)



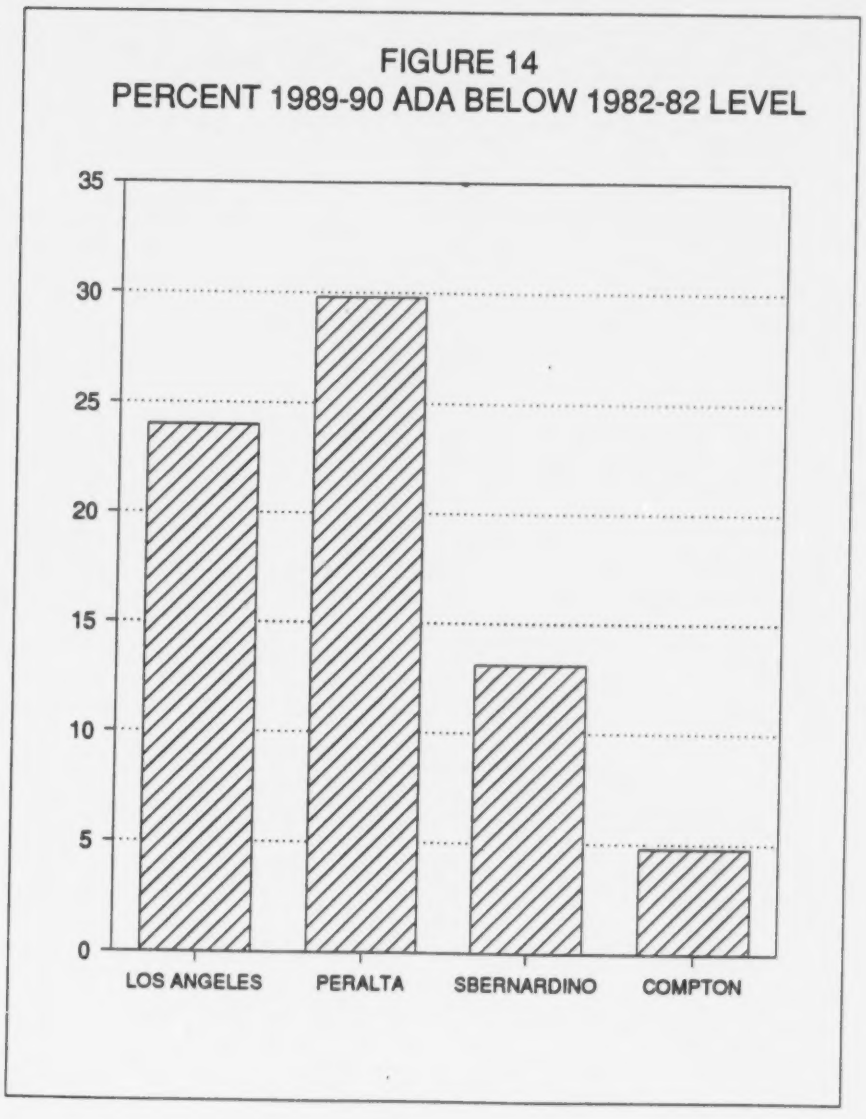
Source: CPEC FISCAL PROFILES, 1990

- MUCH OF RECENT COMMUNITY COLLEGE ENROLLMENT GROWTH HAS NOT BEEN FUNDED BECAUSE OF THE FUNDING CAP. (FIGURE 13)

FIGURE 13
ADA, TOTAL AND UNFUNDED
CALIFORNIA COMMUNITY COLLEGES

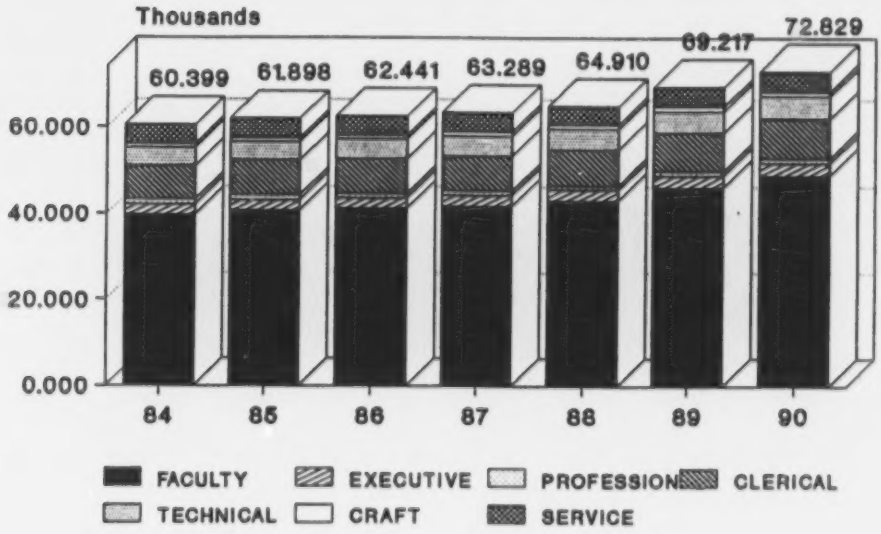


- THE FUNDING CAP IS INEQUITABLE BECAUSE CERTAIN COMMUNITY COLLEGE DISTRICTS - THOSE THAT NEED TO ENROLL MORE UNDERREPRESENTED STUDENTS - WILL REQUIRE ABOUT TWO DECADES TO RESTORE ENROLLMENT LEVELS THAT EXISTED IN 1982-83, PRIOR TO THE CAP. (FIGURE 14)



- COMMUNITY COLLEGE STAFFING HAS INCREASED, WITH A SUBSTANTIAL NUMBER OF NEW FULL-TIME AND MINORITY FACULTY HIRES REPORTED IN THE PAST TWO YEARS. (FIGURES 15, 16 AND 17)

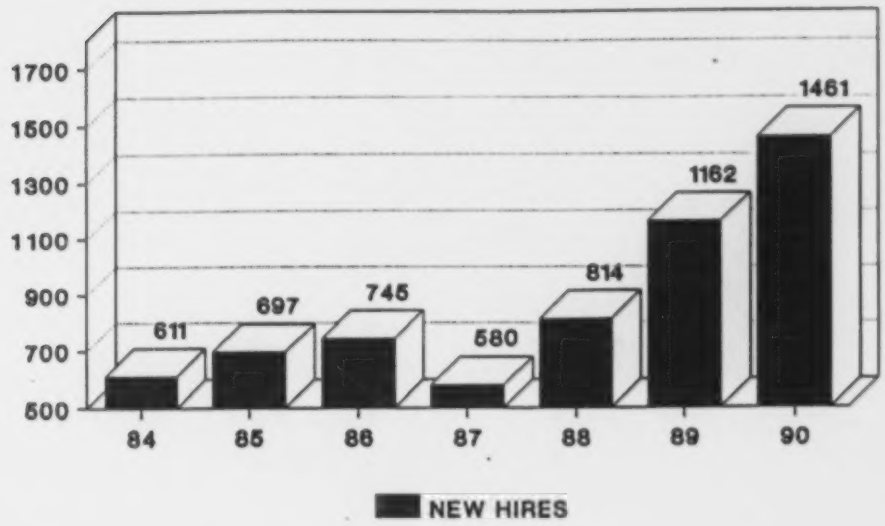
FIGURE 15
NUMBER OF EMPLOYEES BY EEO6 CATEGORY
CALIFORNIA COMMUNITY COLLEGES



SOURCE: STAFF DATA FILE

FIGURE 16

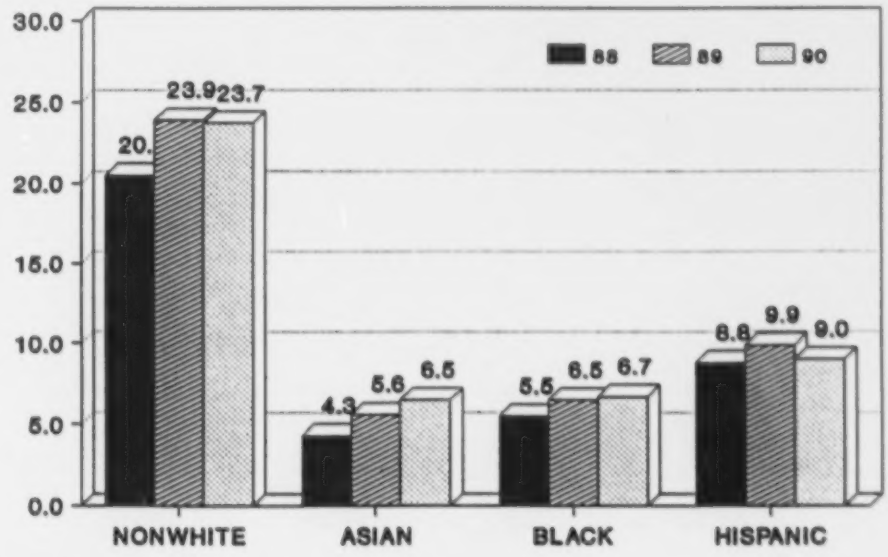
NUMBER OF FULLTIME FACULTY NEW HIRES CALIFORNIA COMMUNITY COLLEGES



SOURCE: STAFF DATA FILE

FIGURE 17

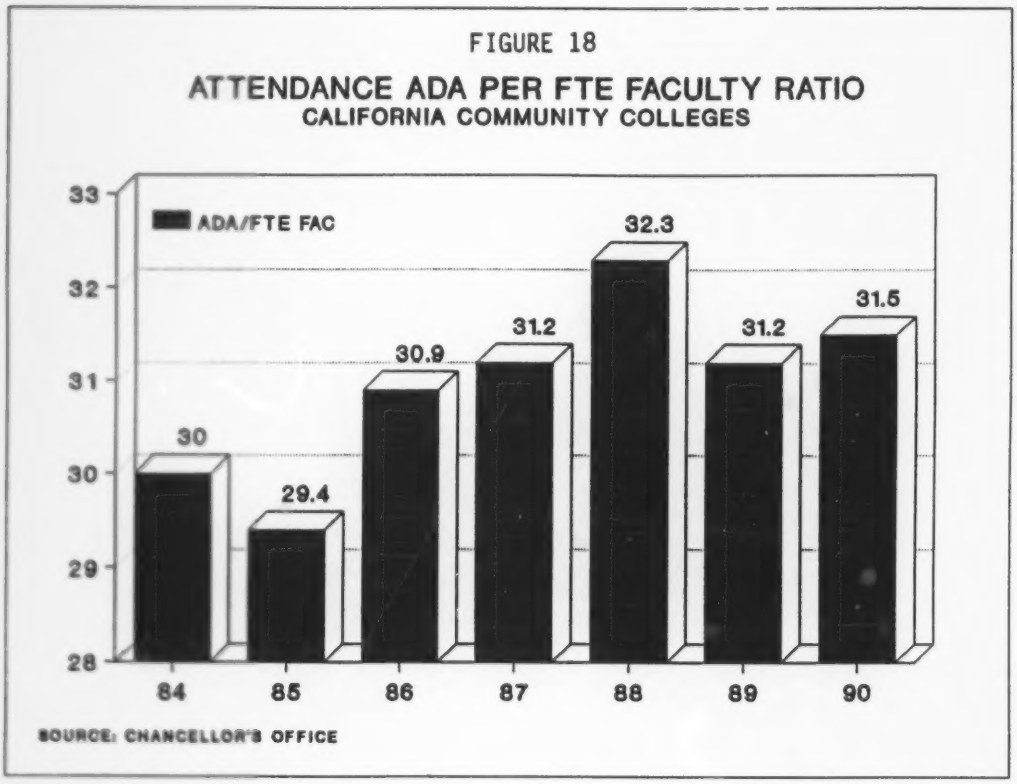
PERCENT OF NEWLY HIRED FT FACULTY BY ETHNICITY



SOURCE: STAFF DATA FILE

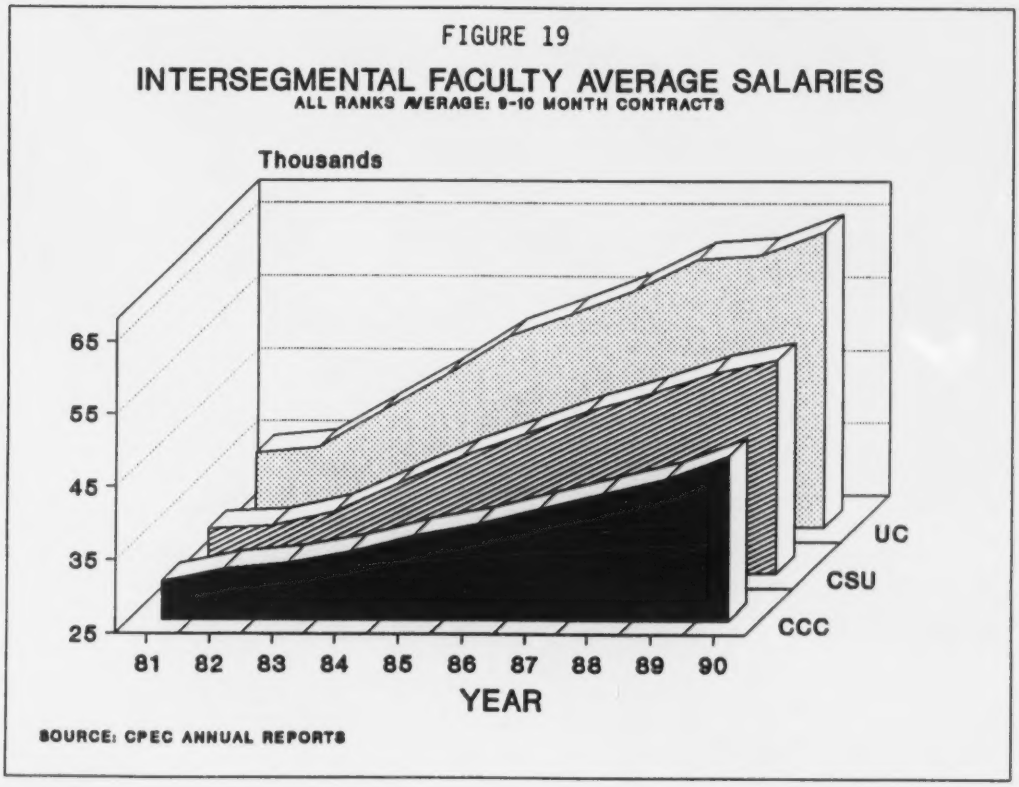
- DESPITE STAFF ADDITIONS, ENROLLMENT GROWTH HAS PRODUCED A 7 PERCENT INCREASE IN THE STUDENT:FACULTY RATIO FOR COMMUNITY COLLEGES DURING THE PAST 5 YEARS. (FIGURE 18)

FIGURE 18



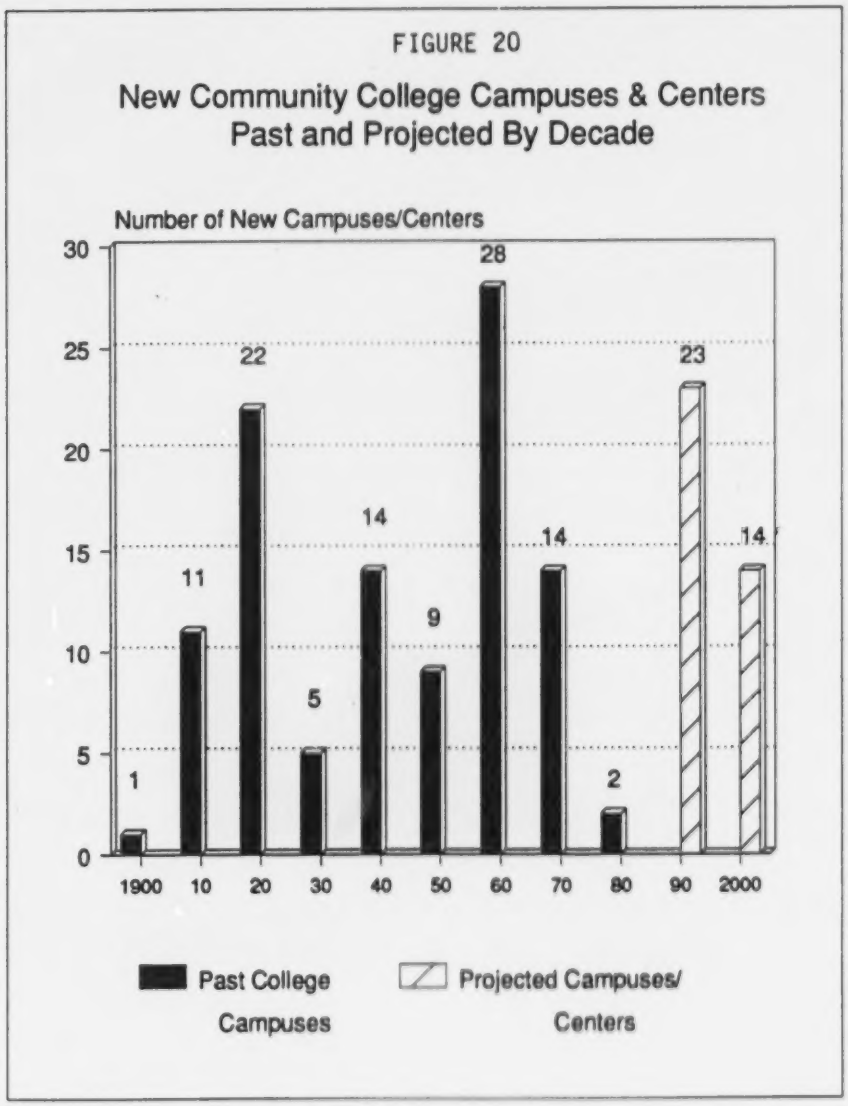
- COMMUNITY COLLEGE FACULTY SALARIES HAVE KEPT PACE WITH INFLATION DURING THE PAST DECADE, BUT ARE SUBSTANTIALLY BELOW THOSE OF UC AND CSU. (FIGURE 19)

FIGURE 19



- THE BOARD OF GOVERNOR'S LONG-RANGE CAPITAL OUTLAY GROWTH PLAN PROJECTS THE NEED FOR 14 NEW COMMUNITY COLLEGE CAMPUSES AND 23 NEW CENTERS BETWEEN NOW AND THE YEAR 2005 AT AN ESTIMATED COST OF $3.2 BILLION (OVER $200 MILLION PER YEAR). THAT AMOUNT INCLUDES REMODELING AND MAINTENANCE, AS WELL AS NEW FACILITIES. (FIGURE 15)

FIGURE 20



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